Dear Strategic Planning Committee Members

The Alliance for an Inclusive Middlebury distributed an electronic survey as a follow up to our community conversation on inclusion. The survey received 390 responses from the College (77.4%), MIIS (20.5%), the Language Schools (1%), the Breadloaf School of English (0.3%), and Schools Abroad (0.8%). Respondents were undergraduate students (38.3%), staff (28.1%), faculty (20.5%) and graduate students (13.1%).

Almost half (46.2%) agreed strongly that they belonged in the Middlebury community with a very few stating that they did not (1.6%). People felt most comfortable with their identity with friends (53%) as opposed to feeling comfortable with their identity in the classroom where they felt the least comfortable (8.9%).

The survey included two long form questions:

1. If you could change anything about Middlebury as related to inclusivity what would it be?
2. What do you value most about the Middlebury community?

The following is a synthesis and summation of the principal concerns articulated in response to the survey. The points below are not individual direct answers to the prompts, but rather significant common themes we have identified.

All best,
The Alliance for an Inclusive Middlebury.

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If you could change anything about Middlebury as related to inclusivity what would it be?

A great many people voiced strong concerns about socioeconomic diversity and making Middlebury affordable for students.

Greater racial and ethnic diversity among faculty.

Recognition of staff as full participating members of the community. Many staff feel like second class citizens who are invisible (at best) to both faculty and students. Strong concerns were articulated about the relationship between faculty and staff in particular.

Better faculty training on how to support all students. Improve support for under-represented populations who are not part of Posse or UWC. Greater inclusion and treatment of non-traditional students in the classroom.

Integration and mixing among student groups on campus.

Model discussions across different viewpoints. Encourage people to overcome their fears about expression of unpopular views. More spaces for honest conversations. Tensions in conversations should not be avoided.

Bring the community together in smaller intimate group settings on a regular basis. Encourage spontaneous gatherings.

Improved awareness of, access for, and inclusion of people with disabilities.

Reduce the religious tone of public Middlebury ceremonies.

Need for a social justice curriculum. Greater training in cultural competency for all members of the community. Make more explicit commitments to being an anti-racist, anti-patriarchal, anti-ableist community.

Greater gender balance in the STEM fields.

Greater domestic diversity in the student body at the institute.

Increased academic support for international students on the part of faculty.

Improving relations between Middlebury College and MIIS.

What do you value most about the Middlebury community?

Commitment to excellence and the level of academic intensity.

Community has the desire to do things better. A willingness to have difficult discussions.

The Arts.

The enthusiasm and openness of the students.

Safety in all forms.

Faculty openness and care for students.

Commitment to open dialogue and social justice.

The desire for inclusivity. Shared appreciation for diversity.

The solidarity of staff when they come together to solve a common problem or project.

The people.

Follow-through on environmental sustainability.

Location forces us to practice community building every day.

Compassion and willingness to communicate.

Alumni relations and career development.

The desire of students to do good in the world.

Links between the academic and the practical/applied use of knowledge.

The international focus in education and in the community.